

**As global demand for food and fuel continues to rise, we are dedicated to our purpose: Bringing plant potential to life. Syngenta is one of the world's leading companies with more than 24,000 employees in over 90 countries. We work in a collaborative and inspiring culture where personal contribution is rewarded and growth and development are at the heart of our culture.**

**Through our world-class science, global reach and commitment to working with our customers, we help to increase crop productivity, protect the environment and improve health and quality of life.**

**There's never been a more important time to join Syngenta.**

### **Head of Parent Traits - Slater, IA or Minnetonka, MN - #2170**

#### **Role Purpose -**

- Develop a global program (including a portfolio of cross functional projects) to more accurately assess new germplasm and trait conversions for producibility
- Collaborate with R&D and product management community to identify KPIs, targets and enabling approaches/information to predict and optimize product producibility
- Improve statistical forecasting of inbred performance in seed fields
- Work with geneticists and other scientists to discover QTLs and genes responsible for performance of inbreds and convey that information to breeding departments
- Work with bioinformatics to improve selection models for new inbreds by incorporating discovered loci into selection models
- Develop information to assure that inbred trait selection models have neutral to positive impacts upon hybrid yield

#### **Accountabilities -**

- Work closely with Global Head Corn Breeding, the regional corn R&D teams and Head Production Technology to insure that program is focused on the the correct traits
- Become familiar with the Parent Testing program in corn and insure that methods are statistically valid and deliver reliable, accurate information
- Lead direction setting for Male Sterility efforts in corn and insure that CMS and other sterility approaches are properly evaluated and integrated into germplasm where utility is important for the Supply Team

#### **Knowledge, Experience and Capabilities -**

Critical knowledge

- Ph D Degree in Plant Breeding, Plant Biology or Physiology with experience in project development and execution.
- Knowledge of Plant Breeding, Molecular Breeding and Seed Supply Processes
- Disciplined approach to process improvement and change management
- Stakeholder and influencer management.

- Basic principles of plant physiology and genetics and application to new process design and development
- Management of matrix organizations.

#### Critical experience

- Project management experience 5 years
- Process development and implementation
- People and Business interaction within a complex, matrix organization and across different function
- Process change management
- Team building
- Lobbying
- Implementing an organization change
- Inspiring and focusing an organization
- Competition analysis

#### Critical technical, professional and personal capabilities

- Project planning
- Managing diversity
- Building strategic relationships
- Resolving conflicts

#### Critical leadership capabilities

- Sets ambitious operational goals
- Communicates inspirationally
- Steps beyond comfort zone
- Develops self and others

#### Leadership Capabilities

##### Set Direction

- Sets ambitious strategic goals
- Communicates inspirationally

##### Create Edge

- Steps beyond comfort zones
- Fosters a culture of creativity and innovation

##### Drive Results

- Focuses energy on must-wins
- Manages performance to high standard

##### Liberate Potential

- Develop self and others
- Recognizes and celebrates success

#### **Critical success factors:**

- Proactively establish and monitor producability targets that optimize delivery of optimal and predictable outcomes.
- Improve reliability of supply and cost of goods through extracting business value from innovation and execution of project goals
- Improving breeding methods through application of lean tools and relevant statistical tools

- Setting operational and strategic direction and allocating appropriate resources
- Maintenance of quality of organization and its people
- Development of innovative strategies with high success potential for implementation

**Additional Information -**

- A minimum of two years in current position is required (requirement for internal applicants only)
  - All applicants must be eligible to work in the US.
- Physical demands of the essential functions:
- Requires frequent travel

**Syngenta offers a competitive salary and benefits package, including market-based pay, health/dental insurance, a generous 401(k) program, paid time off, tuition reimbursement and relocation assistance.**

**Qualified candidates should apply today! Please submit your application online at <http://jobs.syngenta.com/>. EOE**